

POLICE LIEUTENANT
CITY OF PLEASANTON, CALIFORNIA





THE COMMUNITY

The City of Pleasanton has the well-deserved reputation of being one of Northern California's premier communities in which to live, work, and raise a family. Pleasanton is a major suburb situated 45 minutes southeast of San Francisco and 25 miles east of Oakland in the "Tri-Valley" region of the Bay Area. In close proximity to two major highways (I-680 and I-580) and the BART system, the City not only has its own thriving business community but also offers easy access to the major business markets of Silicon Valley, San Francisco, and the Central Valley.

Pleasanton's population of nearly 75,000 includes a highly educated and skilled workforce that has given the City the nickname of the "second Silicon Valley," and it is home to the campuses of a variety of Fortune 500 and "home-grown" innovation firms including Clorox, Oracle, Roche Molecular Systems, Safeway, and Workday. Business sectors in Pleasanton range from software and biotechnology to professional services, with many businesses located in the nationally recognized Hacienda Business Park (boasting 850 acres of versatile space and business infrastructure). The community also values and actively supports its preeminent school system, which ranks among the top 10 in California. Twelve out of the City's 14 schools have received either the California Distinguished School designation or California Gold Ribbon Schools Award, and student SAT scores rank among the highest in Alameda County.



Residents of Pleasanton enjoy the City's 1,200+ acres of surrounding parks, open space, and trails, which offer spectacular vistas and abundant recreational opportunities. Pleasanton is also home to the 267-acre Alameda County Fairgrounds, which hosts more than 300 commercial and private events each year, and the stunning Callippe Golf Course. There are also plenty of shopping opportunities throughout the City, from the very successful and diverse Stoneridge regional mall to Pleasanton's historic downtown – a pedestrian-friendly destination that includes the quintessential Main Street lined with unique boutiques

and tempting restaurants. Community events throughout the year such as the free summer concert series, festivals and parades along Main Street, and weekly Farmers' Market enliven the City, with many events gathering residents together under the Pleasanton arch.

The City's appealing, family-oriented neighborhoods, well-tended homes, and manicured parks and trails speak to the highly committed and involved citizens who contribute to Pleasanton's strong community heritage. Voted by the Wall Street Journal and USA Today in 2014 in the top 5 American cities in which to live and identified by the U.S. Census as one of the wealthiest middle-sized cities in the nation, Pleasanton offers a small-town ambiance with a metropolitan edge, economic vibrancy, and all-around excellent quality of life.

THE DEPARTMENT

Led by Police Chief Dave Spiller, the Pleasanton Police Department comprises 81 sworn and 35 professional employees who work together in upholding the Department's commitment to responsive, respectful, and conscientious delivery of public safety while offering a small-town service approach. Command staff of the Police Department includes the Chief, 2 Captains, 5 Lieutenants, and 13 Sergeants. The Department has an annual budget of \$30 million, and includes the Operations Division and the Investigative and Support Services Division. Units within these Divisions include Animal Services, Criminal Investigations, Motor, Professional Standards, Special Enforcement, Special Events, Records and Communication, and Youth and Community Services. The Department also has its own dedicated Dispatch and Records staff.

The mission of the Pleasanton Police Department is to work in collaboration with the community to protect life and property through the creative use of resources, community education and involvement, and interactive problem solving and by maintaining trust, understanding, and mutual respect with the Department and the City. The Department benefits from strong support from Pleasanton's active and engaged community, as well as from the City Council.

THE POSITION

The position of Police Lieutenant occupies a critical function in the management of police services. Lieutenants report to a Police Captain and are called upon to work unsupervised and make independent decisions. At the discretion of the Police Chief, Lieutenants may serve in a variety of assignments, including:



Watch Commander

The Pleasanton Police Department operates under the Community Policing Model. As such, Lieutenants are assigned responsibility for coordinating appropriate police response to geographic areas of the City. As Watch Commander, the Lieutenant directly oversees all patrol operations, staffing levels and critical incident responses.

Investigations Division Lieutenant

The Investigations Lieutenant assists in the overall management of the Criminal Investigations and the Youth and Community Services Units. The position is charged with coordinating major criminal investigations and managing critical public outreach programs. In addition, the Investigations Lieutenant is often called upon to represent the department at a variety of community meetings and often serves as the department Public Information Officer during critical incidents.



Special Operations Lieutenant

The Special Operations Lieutenant coordinates the department's Traffic Team and a variety of special functions. The position also serves as the police department representative to the City's Traffic Engineering and Planning Divisions. Included in Special Operations is the coordination of all special events in Pleasanton.

The City's next Police Lieutenant will be committed to continuing and expanding current community oriented policing initiatives and will have a combination of education and background that enables him/her to pursue this objective.

The position of Police Lieutenant plays a key role in working with the Police Chief and other management staff to identify short and long-term law enforcement needs, develop operating and capital budgets for the Police Department and foster a working environment of inclusiveness and empowerment.

The new Lieutenant will possess outstanding interpersonal skills and a strong sense of self, while still working with others to accomplish goals. The ideal candidate will have a thorough understanding of law enforcement operations, including significant knowledge of the principals and practices of contemporary law enforcement and a sound and practical understanding of the vision set forth by both the Chief of Police and the City Manager. He or she will be an individual who is driven by the desire to continuously improve and innovate within the context of professional management. The Lieutenant is a leader and a role model for subordinates, who concerns him or herself with organizational morale and strives to maintain an esprit de corps through sound oral communication and management principles. The ideal candidate will be someone with initiative, who can work independently, yet keep the Police Chief and other management staff informed.

THE IDEAL CANDIDATE

The successful candidate for the position will possess a Bachelor's Degree from an accredited college or university; a Master's Degree is desirable. Additionally, the successful candidate will have demonstrated progressively responsible experience in police operations and will have completed at least two years of service as a Police Sergeant with a comparable agency. The candidate should also have the proven ability to work within the organization and community to achieve innovative and desirable results.

The ideal candidate will bring a strong set of police management skills to the position accompanied by a well-developed ability to work successfully with the Police Chief and other management staff.

Knowledge of:

- City and department rules, regulations, and procedures.
- Modern police methods and procedures.
- Federal, State and Local laws applicable to the Pleasanton Police Department.

Skill to:

- Analyze situations accurately and interpret and apply laws, rules and regulations.
- Effectively apply management techniques.
- Effectively communicate and work with the public and other factions of City government.

COMPENSATION AND BENEFITS

The annual control point for the Police Lieutenant is \$154,080. The City also offers an excellent benefits package, including:

Retirement – PERS 3%@55 for Classic Safety members; employee pays 10.5% pre-tax contribution. PERS 2.7%@57 for PEPPRA Safety members; employee pays 11.5% pre-tax contribution.

Deferred Compensation – 457 and 401(a) plans available, allowing employees to maximize contributions to their retirement accounts on a pre-tax, voluntary basis. Management employees are eligible to participate in both programs concurrently. City contribution to employee deferred compensation account of 0.5% of base salary increasing to 1% in January 2017.

Retiree Medical – Percentage calculated based on years of service with the City for employee only until age 65.

Retiree Health Savings Plan – Employee contribution of \$25 pre-tax and City contribution of \$75, per month.

Medical Insurance – City pays family rate premium up to lowest-cost HMO; employees contribute a minimum of \$25 monthly, pre-tax.

Dental Insurance – City pays family rate premium for coverage through Delta Dental.

Vision Insurance – City pays family rate premium for coverage through VSP; employees enrolled in Kaiser health plan not eligible (Kaiser includes vision benefits).

Life/AD&D Insurance – City-paid life insurance/AD&D policy of 2x annual salary up to maximum of \$100,000.

Vacation – Accrual ranges from 10-25 days/year based on length of service; maximum accrual of 400 hours with cash-out option of up to 240 hours per year.

Holidays – 11 City holidays and 7 floating holidays annually.

Sick Leave – Accrual of 8 hours/month; maximum accrual of 1,440 hours but may be exceeded solely for PERS Sick Leave Conversion benefit.

Admin Leave – 56 hours granted in January of each year, paid if not taken. City Manager may authorize an additional 24 hours per year based on performance.

Other benefits provided by the City include 5 days' paid Bereavement Leave per occurrence, annual uniform allowance, tuition and book reimbursement, and education incentive.



TO APPLY...

If you are interested in this outstanding opportunity, please visit our website at www.cityofpleasantonca.gov to apply online.

**FILING DEADLINE:
DECEMBER 9, 2016**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to an oral board interview with the City, tentatively scheduled for the week of January 9, 2017. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists; references will be contacted only following candidate approval. Final interviews will be held with the Chief of Police. Candidates will be advised of the status of the recruitment following selection of the position.

If you have any questions regarding this recruitment, please do not hesitate to call Saida Glover at (925) 931-5055.